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LINK Perspective

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Career Magazine for the Navy Professional



Mission First ...
Sailors Always

Inside

Personnel News 4

Enlisted Detailing 14

Officer Detailing 51

Art Credit :

(Cover) MILLINGTON, TN — LCDR Cathrine McNeal-Jones instructs HN Bridget Dunning on how to give HM2 Charles Mays an immunization. US Navy photo by Journalist 3rd Class Amie E. Hunt.

(Back Page) Seabees from NMCB133 and NMCB 7 assemble a section of a Mabey-Johnson bridge that would span the Tigris River at Zubadiyah, Iraq. Seabees from NMCB 133 were deployed to the region in support of the First Marine Expeditionary Force (IMEF) in Operation Iraqi Freedom. US Navy photo by Photographer's Mate 2nd Class Jacob Johnson.

(Back Page insert photo) CRADM Chuck Kubic, Civil Engineering Corps, presents the Bronze Star to CDR Douglas G. Morton, Civil Engineering Corps Detailer & Community Manager for his heroic efforts in Iraq as the Commander, NMCB133 during their deployment from March 2003 to August 2003. US Navy photo by Dennis Potter.



Chief of Naval Personnel: **VADM G. L. Hoewing**
 Commander, Navy Personnel Command: **RADM John W. Townes III**
 Managing Editor: **Ms. Lindsay Conner**
 Editor: **JO1 Teresa J. Frith**

Link/Perspective(NAVPERS 15892) is the career bulletin of the Navy professional. Its mission is to provide all Navy personnel information regarding key policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Link/Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in *Link/Perspective* may be reprinted and disseminated without permission. Please give appropriate credit.

The *Link/Perspective* office is located in Room S301, Goetch Hall, Bldg. 768, Millington, TN.

The First Word...

COMMANDER, NAVY PERSONNEL COMMAND

This edition of *LINK-Perspective* is a first for the magazine, in that it's being produced in online electronic versions only. This cost-saving measure will allow us to make the magazine more timely and universally accessible. Going online also adds convenience by providing links to relevant articles, messages and instructions that are referenced in articles. As you read *LINK-Perspective*, I encourage you to provide feedback regarding your online experiences, and suggest ways we might make the product more useful or easier to read. It is, after all, your magazine.

I want to share with you where we are today in terms of retention, which is currently at historic highs. First-term retention for 2003 was up to 60.8 percent, while attrition was down to 8.2 percent. There were only 518 officer resignations in 2003, the fewest in years. These successes are helping reduce the number of new accessions, allowing us to focus on bringing in only the brightest, highest-quality recruits. Improvements in the way we manage the enlisted force through Perform to Serve (PTS), and modifications to the officer redesignation process ensure we continue our forward momentum in shaping tomorrow's smaller, more capable force.

This issue provides updates on many of those "force shaping" initiatives. There has been a lot of talk in recent months about end strength, or the number of people we will have on active duty. Page 9 provides a brief overview of where we hope end strength will be in the coming years. Next year, we anticipate approximately 7,900 fewer Sailors to be on active duty in Fiscal Year 2005, brought about mainly through decommissionings and optimal manning efficiencies. We will use existing force-shaping tools like PTS, high-year tenure and time-in-grade waivers to ensure we maintain the right number of Sailors with the right skills. Tomorrow's smaller force will provide a bright future for Sailors, with robust opportunities for training, qualifications and personal growth.

Assignment Incentive Pay (AIP) is a particularly successful program that has helped us ensure we put the right Sailor with the right skills in our hardest-to-fill billets. Pages 4-6 focus on locations in Italy and Japan that have some billets offering AIP of up to \$1,200 a month for qualified Sailors. This program shows tremendous promise; we're constantly looking at ways to improve participation, and whether certain critical billets should, or should not be incentivized. Keep your eye on your rating's JASS listings, and talk to your Command Career Counselor for more information on AIP.

The Fleet Response Plan (FRP), while not a personnel program, is changing the way our ships and squadrons deploy. Admiral Vern Clark, the Chief of Naval Operations, sums it up as "presence with a purpose," compared with the routine, predictable deployment cycles of the past. On Page 10, the CNO spells out what strategic advantages and flexibility FRP gives our forces, and how changes from FRP will enhance every Sailor's sea duty experience.

Finally, I'd like to discuss a new initiative that will affect all members of our organization; officers and enlisted, DoN civilians, contractors and family members. The Navy has launched an ambitious strategic diversity effort as part of our push toward a world-class, 21st century human resource system. The Strategic Diversity Initiative is an integral part of Admiral Clark's "Accelerating Our Advantages" guidance for 2004, and requires a complete refocusing of our emphasis and understanding of diversity.

Diversity today means much more than a fleet that's balanced along racial and gender lines. Our vision of diversity recognizes the creativity, culture, ethnicity, gender, race, religion, skills mix and talents of our Sailors and civilians, thus enhancing the mission readiness of our Navy.

In the coming months, you will be seeing and hearing a lot more on our strategic diversity efforts. I encourage you to take an active role in ensuring the Strategic Diversity Initiative's success.



A handwritten signature in black ink, which appears to read "Vern Clark".

Personnel News

AIP sweetens the deal for assignments in some overseas locations

In June 2003, *NAVADMIN 161/03* was released announcing the establishment of an Assignment Incentive Pay (AIP) pilot program. AIP is a financial incentive designed to attract Sailors to certain locations including Naples and Sigonella, Italy, Okinawa and Misawa, Japan. AIP amounts in some locations have been increased to as high as \$1,200 a month for qualified Sailors. To really sweeten the pot, AIP is considered special pay and, as such, can be contributed to the Thrift Savings Plan (TSP). During periods of "open season," an election to contribute all or a portion of special pay to TSP is authorized.

Who is actually eligible? Personnel who are:

- USN/USNR active duty personnel
- In a sea/shore rotation rating
- Qualified for the job requested
- Past their initial assignment
- Eligible for assignment in a "for duty" status

If you are interested, you must apply for a qualifying job through the Job Assignment and Selection System (JASS) at your nine-month detailing window before you are scheduled to transfer to your next duty station. If the job you are applying for has an asterisk next to it, it is eligible for AIP. The process is fully explained on the JASS website and could lead to a lucrative addition to your paycheck.

Here's a look at some of the professional and personal opportunities that await you by taking orders to one of the featured AIP-eligible assignments:

NCTAMS EURCENT has variety of jobs

Of the three Area Master Stations in the world, EURCENT is the only one that is headquartered on foreign soil and is also the largest single command in Naples, Italy. With more than 400 military and civilian personnel permanently assigned, this NCTAMS and its region share

Command & Control, Communications, Computers and Intelligence (C4I) responsibilities to three separate theaters.

Headquartered in a state-of-the-art facility at Capodichino, NCTAMS EURCENT's broad area of responsibility extends from the Atlantic Ocean to ...

Arabian Gulf. At its ribbon cutting ceremony, then Rear Adm. John R. Ryan, Commander, Fleet Air Mediterranean, called the new C4I building, "the Navy's flagship OPS center of excellence." This multi-level structure is the workplace

of 11 commands including five task force commanders and over 900 personnel.

Through the exploitation of a wide range of transmission mediums such as SHF, EHF, UHF satellite communications, microwave, commercial satellite and landline usage, NCTAMS EURCENT delivers a wide range of information system services. These system services include Secure Internet Protocol and Routing Network, Non-Secure Internet Protocol and Routing Network, Defense Red Switch Network Defense Switched Network, Defense Message System, Fleet Broadcast, NATO Initial Data Transfer System and Collaboration at Sea to forces in the Mediterranean, Southwest Asia and Indian Ocean operating areas.

As the 2002 and 2003 winner of the Communications and Information Technology Excellence (CITE) award from NNSOC, NCTAMS EURCENT Sailors continue to validate their expertise, resourcefulness, and professional know-how in operational and tactical C4I support during Operation ENDURING FREEDOM (OEF) and Operation IRAQI FREEDOM (OIF).

In addition to the communications, messaging, and network support mentioned above, NCTAMS EURCENT personnel also provide Satellite Communications (SATCOM) from the Lago Patria site approximately 30KM north of Naples, operate and maintain all related equipment and antennas, and provide telephone, power, administrative, supply and financial support. The command also hosts Information Systems Administrator training, and a Cryptographic Material System (CMS) Team that provides Electronic Keying Material and advice and assistance to local commands, users, and deployed forces. Military billets include the IT, ET, IC, CE, EM, EN, LN, MA, NC, SK and YN ratings.

Duty in Naples is not all work and no play. Though operations run 24 hours a day, seven days a week, there is still time to enjoy the immense opportunity for leisure and travel. Whether one wants to see all of Italy or all of Europe, there's no better place to start from than Naples. The Naples military community is undergoing the largest quality-of-life (QOL) improvement project in Europe. These exciting changes are happening at such a rapid rate that it is difficult to keep up with what's next. Among the new projects affected by this QOL initiative are government quarters, elementary and high schools, youth and community centers, as well as a Commissary, Exchange, and Naval Hospital. Essentially, the entire structure of the military community in Naples has recently been or is being improved.

NCTAMS EURCENT also is unique in that its customers include two Fleet Commanders and two Numbered Fleet Commanders. Its C4 mission includes support of COMUSNAVEUR, COMUSNAVCENT, COMSIXTHFLT, COMFIFTHFLT as well as numerous Joint and NATO commands. In addition, as the regional headquarters, NCTAMS EURCENT also provides guidance and support to six subordinate commands: NAVCOMTELSTA Bahrain, NAVCOMTELSTA Sicily, NAVCOMTELSTA Iceland and



detachments in England, Spain and Greece (London, Rota, and Souda Bay, respectively).

NCTS Sigonella

Naval Computer and Telecommunications Station (NCTS) Sicily provides Command, Control, Communications, Computer, Base Level Information Infrastructure services and customer assistance to Naval Air Station (NAS), Sigonella, 44 Tenant Commands, Multi-National Forces and other Department of Defense Customers. NCTS consists of the command headquarters, Base Communications Office, Tactical Support Communications Center (TSCOMM), Naval Radio Transmitter Facility (NRTF) Niscemi, and a combined NAS Sigonella and NCTSSicily Information Technology Department.

NCTS Sicily has forged a unique partnership with NAS Sigonella to form a combined Information Technology Department providing voice, video, and data communications services for Sicily. Another unique facet of NCTS Sicily is the Naval Radio Transmitter Facility located approximately 55 miles southwest of NAS Sigonella outside the town of Niscemi that provides the primary injection for the LF broadcast to the fleet.

NCTS Sicily's manning compliment includes over 300 personnel, with military billets including IT, ET, CE, CM, EN, EM, SK and YN ratings. While NAS Sigonella, the host command and base, is considered the logistical "Hub of the Med," NCTS Sicily is the Communications Material Security (CMS) system "Hub of the Med" since it assumed all CMS duties from NAS Sigonella. The Naval Air Station's crucial and strategic location, in the center of the Mediterranean plays a vital role in supporting joint and combined operations in the European theater, and provides the shortest logistics route from CONUS to Southwest Asia and the Indian Ocean and offers personnel the opportunity to easily use AMC flights to other locations in the region.

NCTS Sicily swept all NNSOC mission area excellence awards in 2002 and 2003 and was recently announced as the DMS Local Control Center of the Year by Defense Information Systems Agency (DISA) Arlington, VA.

Sicily, the largest island in the Mediterranean Sea is separated from the southwestern tip of mainland Italy by the narrow (under two nautical miles wide) Straits of Messina. The island is roughly triangular in shape and with adjacent small islands forms a region of Italy inhabited by six million people. "Welcome to Sunny Sigonella" is a phrase newcomers often hear, as the island of Sicily is located in Europe's sunniest region. Sicily is a fascinating island of exotic extremes and unforgettable landscapes: from bustling modern cities to quaint, picturesque villages tucked into the mountainside; from sandy, white beaches to a coastline of jagged, black lava rock; from large harbors graced with luxury yachts to small harbors filled with wooden fishing boats; from the cheerfully noisy bustle of an outdoor market to the quiet grace of upscale

stores. Beaches ranging from soft white sand to lava rock border Sicily. Some are large and crowded, and some grace private coves. Sicily is also home to Mount Etna, an active volcano located on the eastern portion of the island.

One thing is absolutely clear - the men and women stationed in these regions are serving the tour of a lifetime; tours that offer an abundance of professional and personal growth as well as the opportunity to serve the United States of America overseas. Duty in these regions is one of the most challenging shore tours available. It is the only region to which ships from both the Atlantic and Pacific Fleets deploy. The various station and detachment roles supporting those deployed ships and other units supporting OIF and OEF are each unique and offer all Sailors many rewarding opportunities both on- and off-duty. Interested in a challenge? Talk with your detailer about orders to NCTAMS EURCENT, NCTS Sicily, or the other regional sites at NCTS Bahrain, NCTS Iceland, or NCTAMS EURCENT detachments in Souda Bay (Greece), London (UK) or Rota (Spain).



Misawa, Japan Opportunities

As the only Naval communications detachment in northern Japan, its mission is to provide communications support for Commander, SEVENTH Fleet and supporting units, U.S. Naval Forces Japan, Defense Information Systems Agency and the Japanese Maritime Self Defense Force. The detachment operates and maintains the Tactical Support Communications Center in support of Commander Patrol and Reconnaissance Force Seventh Fleet Misawa, and operational deployed commander, Commander Task Group 72.4. Additionally, the detachment provides CMS, STU-III, and DMS equipment along with training and technical assistance to Naval Air Facility, Commander Task Group 72.5 and 12 tenant commands.

U.S. Naval Communications Detachment (NAVCOMM DET) Misawa was officially established in February 1991. NAVCOMM DET Misawa is a tenant command of U.S. Naval Air Facility Misawa, Japan, which is located on 35TH Fighter Wing Air Base Misawa, Japan. Our unit is small, and comprised of a handful of aggressive representatives of the IT, ET, SK, and YN ratings. Professionals will find they shine brightly aboard NAVCOMM DET. NAVCOMM DET Misawa is located approximately 400 miles north of Tokyo, adjacent to Misawa City in Aomori Prefecture. There are about 5,200 U. S. military personnel assigned to Misawa. Misawa Air Base is unique in that it's the only combined, joint service installation in the western Pacific. Units representing all four U. S. services are assigned here as well as the Japan Air Self Defense Force, or JASDF. The 35th Fighter Wing serves as the host unit. F-16s from the 35th Fighter Wing (35 FW) share a single runway with the Japan Air Self Defense Force (JASDF). The JASDF 3d Air Wing has one squadron each of F-1 fighters, F-4 fighters, T-4 training aircraft, and E-2C airborne fighter control aircraft. Additionally, US Navy P-3 antisubmarine warfare (ASW) aircraft, JASDF CH-47s, numerous transient transport aircraft, carrier based USN and USMC fighters, and a major Japanese civilian air carrier use the airfield facilities. Opportunities abound for Sailors to join a team of 1,200 plus personnel, whose mission is support.

Housing is among the best you can find in the Asian-Pacific region. On-base and bachelor quarters are readily available. For

(See "Misawa" on next page)

... Misawa

more information check out the base's web site at: www.misawa.af.mil.

Our MWR program is outstanding and caters to not only the service members with families but also to the single/unaccompanied Sailors. If you're into the great outdoors, skiing, mountain climbing, fishing and a host of other activities are right at your fingertips. Additionally, base recreations have softball, tennis, swimming, baseball, golfing, two gyms, and a cross-country jogging trail. Off base, many festivals are held throughout the area, with July and August being the peak festival times. It is also the perfect location for continued off-duty college education, with programs that are always available for Sailors and their families. You will be pleased to discover the wide variety of courses that are offered every term and tailored to meet your needs.

Misawa has well-defined seasons. Though short, autumn is beautiful with pleasant temperatures, late-blooming flowers, and the changing colors of the trees. Winter gets serious in November, peaks in January and February (20s to 30s), and starts fading near the end of March. Strong winds often intensify the cold temperatures. Snowfall is not as bad as statistics show, it can be heavy, but is often turned to slush or even melted by late afternoon. Normally, summer temperatures average in the 70's. September is the rainiest month, but the cooler temperatures are welcome.

Billets exist for the following ratings at NAVCOMM DET Misawa: IT, YN, ET, and SK. If you're looking for that change of pace with opportunities for a college education and advancement, then come join the NAVCOMM DET Team.

If you are interested in these, or other AIP-eligible assignments, contact your detailer for more information and billet availability.

Optimal Manning: A new way of working onboard ships

By JOC (SW/FMF) S.A. Thornbloom, Public Affairs Center San Diego

As the Navy works with industry to design the next generation of warships, one constant is the need to develop smaller, technically adept crews. Surface Forces Pacific's (SURFPAC) Optimal Manning Experiment is bridging the gap between today and tomorrow's warships with aggressive but sensible manning reductions.

More than two years after its inception, optimal manning is a thriving and successful program on board three Pacific Fleet ships homeported in San Diego. In October 2001, *USS Milius* (DDG 69) and *USS Mobile Bay* (CG 53) began what was then called, the Optimal Manning Experiment. *USS Boxer* (LHD 4) started in July 2002. In 2003, the experiment became a working model for the free exchange of ideas, thinking outside the box and "working smarter, not harder."

The purpose of the directed Optimal Manning (OM) Program is to find the most effective and efficient crew size for each class ship and still accomplish the mission. In 2001, Adm. Vern Clark, CNO, directed fleet leaders to look for possible reductions in shipboard manning in anticipation of the Navy's planned "family of ships," the CG(X) cruiser, DD(X) destroyer and LCS (Littoral Combat Ship). The LCS — a small ship designed to attack coastal threats — is intended to run with as few as 15 Sailors or as many as 50. The crew goal for DD(X) is 125 Sailors, with 175 as the maximum.

The Commander, Surface Forces in the Pacific (SURFPAC), Vice Adm. Timothy LaFleur took CNO's direction on board and directed his staff to come up with a plan, and the Optimal Manning Experiment was born. The beginning stages of the plan were to direct two Pacific Fleet surface combatants (*Mobile Bay* and *Milius*) to come up with ways to reduce their existing crew sizes by either cutting jobs or cutting billets in a ship's manning doctrine. The reductions, however, couldn't increase the workload among the remaining Sailors or cut into the ships' war-fighting capabilities. Later, *Boxer* was added to see if the same type of manning reductions and billeting cuts could be performed on a large deck amphibious warship.

"Optimal Manning is an opportunity to take ideas from a ship,

test them through an Interdeployment Training Cycle (IDTC) and then during a deployment take the ideas, that an optimal manning platform feels has become the 'best practices,' to the fleet," said Cmdr. Sandra Davidson, force personnel officer for SURFPAC and the OM Coordinator.

All of these new ideas and "best practices" in manning and "working smarter and not harder" are an eye to the future when new classes of destroyers, cruisers and amphibious assault ships hit the fleet in the coming years. The practices implemented today, according to Davidson, will already be in place for the new ships of the future.

What does this mean to Sailors who are used to doing things "old school"? It means looking for efficiencies and tossing away old naval practices that, while comforting, might no longer be the best way to run a ship.

"You have to remember these are legacy ships," Davidson said. "You couldn't go 'poof' and make them new. The crews of each ship had to first deal with the ship they had and the policies already in place. The Sailors had to come up with the inefficiencies they thought could be changed."

Davidson called this an empowerment to the deckplate Sailors to voice their ideas and opinions. Most of the ideas working today on all three ships are because those working in the engine rooms, standing a lookout watch, or manning the bridge are junior Sailors.

This is the ongoing goal of Vice Adm. LaFleur and his staff, including Davidson, to see the new ideas and "best practices" work on other platforms. In an August Navy Times article, LaFleur called the success of the program a huge key for the future of the Navy.

And the building of that infrastructure is thanks to work being completed and the challenges being met right now by the three platforms currently in the program.

"Optimal Manning has been going exceedingly well," said Cmdr. Trey Mitchell, the commanding officer of *Milius*. "We have implemented 19 new ways of doing business that have come from the



Quartermaster 3rd Class Chris Schister takes a bearing sighting in San Diego Harbor and relays it back to the bridge to avoid collision before getting underway for a three-day training evolution. US Navy photo.

deckplate Sailors. We are enjoying a certain amount of freedom that are leading to better ways of accomplishing tasks. And we are constantly continuing to make improvements that are cheaper, better and faster to maintain the standard of combat readiness.”

Davidson pointed to the installation of self-serve chow lines, washers and dryers for Sailors to use and automatic stamp machines among the new ideas the ships have come up with and have been able

to implement. There have been changes to engineering watches by installing remote video cameras. Eliminating two lookouts has cut bridge watches. Additionally, combining the quartermaster of the watch, boatswain’s mate of the watch and signalman of the watch into one job, called a “bridge specialist,” has been put into effect.

During the beginning of the experiment and through each new phase (there are three), commanding officers have been careful to make sure the leftover work of a deleted billet wouldn’t fall on the backs of the remaining Sailors. A job or billet had to be replaced by changing the way things were done or by adding technology. If neither of those did the trick, the Sailor stayed in that job.

A lot of the billet reductions or cuts were accomplished without the cutting of actual personnel on board the three ships. If a department was allocated for a certain number of Sailors, but had been accomplishing the job with numbers below the allocation, then the billets were erased from the manning doctrine without any stress to the workload or crewmembers.

“For many years, ships have been set up with certain numbers of Sailors they can have. That’s called billets allocated, or BA. But, if a ship has been working under the allocation numbers and still meeting the mission, then they were asked to make a decision to cut down their BA,” Davidson said.

Another interesting move by all three ships was to move groups of Sailors off ship and create shore-side detachments for pay and personnel and maintenance specialists. This meant that all personnel records would remain off ship along with the newly formed personnel detachment. While the ship is underway, these shore-based Sailors are accessible by phone or e-mail.

On *Milius*, the combination of deleting jobs, taking away billets and moving personnel to shore brought the ship’s enlisted crew total from 290 to 237. Crew numbers on *Mobile Bay* and *Boxer* only changed slightly. On *Boxer*, the change was felt the most due to the size of the crew, the ship, and the many different ratings the

ship holds. There has also been an added emphasis on training and cross-training on the three ships.

In the final analysis, according to SURPAC officials, optimal manning is here to stay and will slowly spread throughout the fleet. Soon, other Sailors will join the crew on board *Milius*, *Mobile Bay* and *Boxer* as willing and eager participants finding new ways to “work smarter, not harder.” It is a reduction of manning on ships, but also an empowerment to crewmembers to come up with new ideas to do that mission just as well, if not better. Just in the past year, the three Pacific Fleet ships have met their missions and answered the call to duty in stunning fashion.

All three ships went through Inter-deployment Training Cycles and answered the clarion call of freedom and democracy during Operation Enduring and Iraqi Freedom. They have also gone through forms of Dry-docking Phased Maintenance Availability (DPMA) since returning from the Arabian Gulf. All of this was accomplished with respective reductions of 18 percent (*Milius*), 11 percent (*Mobile Bay*) and eight percent (*Boxer*) of Sailors or Billets Allocated.

“When everything has been said and done, optimal manning has been transparent. We have worked with the cuts, thought outside the box and are able to do our job,” said Operational Specialist Senior Chief Jim Marshall, *Boxer*’s Operations Department Leading Chief.



The Honorable H.T. Johnson takes aim as a USS Mobile Bay Sailor stands by during the Acting Secretary of the Navy’s visit.

New Junior Sailor BAH Policy

The Navy announced good news recently for junior Sailors married to other junior Sailors: if you are both on sea duty, you can now each receive Basic Allowance for Housing (BAH).

“This benefit clarifies the BAH entitlement policy and is designed to reduce the financial burden on our junior Sailors,” said Cmdr. Katharine Reed, head of the pay and allowances section of Navy’s Military Compensation Policy Coordination Branch in Washington. “It also better achieves parity between our junior and senior enlisted afloat dual military families.”

Before this change was instituted, dual military couples in the rank of E-5 and below, when both were assigned to sea duty, were only entitled to one joint housing allowance. To receive the benefit, eligible Sailors must meet all of the following criteria: both are E-5 and below, both assigned to sea duty, they have no other dependents, they share the same household and they declined government quarters.

The entitlement authorized by the National Defense Authorization Act is effective as of October 1, 2003 (so affected Sailors will receive “back pay”). The Navy has programmed for the estimated \$9.3 million fiscal year 2004 cost. Under the new law, both Sailors will now receive single-rate BAH. This policy change will benefit approximately 1,200 Navy couples.

TAMP helps chart a course for the future

Fleet and Family Support Center Public Affairs

VIRGINIA BEACH, Va. – Separating from the military? Stop at the Fleet and Family Support Center well in advance. There's more to its transition services than the three-day seminar.

When Maintenance Material Control Command Master Chief James Ray prepared to retire from the Navy, he got one-on-one advice from a certified career counselor who helped him land a job before he retired. The pay was nearly double his military salary.

Ray, a Sailor for 26 years, used the services of the Transition Assistance Management Program (TAMP) at the Fleet and Family Support Center (FFSC) at Naval Air Station Oceana. He heard about the program through the Transition Assistance Program seminar for separating and retiring service members.

"I knew of a job that was coming up and knew that I might not get it," said Ray. "So I went to the FFSC and they fully prepared me for the job application process. It was well worth my time. I believe it was the FFSC personnel's help and guidance that put me over the top during the interviewing process and helped me stand out among the other candidates."

Service members planning for or just thinking about retirement or separation can visit TAMP at the FFSC and take advantage of professional services at no cost. The FFSC offers a variety of services through TAMP to help all service members and their families through the transition process. They have classes on Veterans Administration Disability Benefits Review and individual career counseling. In addition, they offer two in-depth, multiple-day seminars.

The Career Options and Navy Skills Evaluation Program (CONSEP) helps Sailors in different stages of their Navy careers make decisions and set personal, financial and professional goals. The second seminar, TAP, is a three- to four-day course that presents an overview of what Sailors need to know about benefits and employment before they leave the military. Make reservations through your Command Career Counselor.

To help with the job hunt, the FFSC offers smaller sized classes and individual coaching on career planning, effective resume writing, interview techniques, the federal employment system, and job search strategies. They also offer information on job fairs, schedule mock interviews and review resumes. Resources include Internet access to search online job banks, computers to write resumes and cover-letters and binders full of job listings and career-oriented books.

TAMP services are a military benefit provided to service members and their families at no cost. To use any program at The Center, you can call for an appointment or walk in and visit a career counselor.

The FFSC provides operational, mobility and counseling support to service members and their families, helping them adapt to Navy life. FFSC services are a benefit offered at no cost to all service members, single or married, including activated Reservists, retirees and Department of Defense civilians in overseas

locations. There are 55 FFSCs and 67 delivery sites worldwide. For more information on FFSC and programs like the Transition Assistance Management Program, or to locate the nearest Center, visit FFSC on the Web at www.bupers.navy.mil/pers66/index.htm. E-mail FFSC headquarters at mill_ffsp@navy.mil, or call the 24-hour information and referral hotline at (800) FSC-LINE.

FFSC Counseling: Proactive, Professional, Progressive

Fleet and Family Support Center Public Affairs

NEW ORLEANS – Asking for help is a difficult step for many Sailors, especially when confronted by personal or painful issues that are difficult to discuss.

When Lt. Cmdr. James Morosetti's marriage fell apart, he turned to the FFSC at NAS New Orleans. Only it wasn't like asking for help. For Morosetti, it felt more like he was taking control of his life – and helping himself.

"Sometimes people don't pay attention to how great these services are," Morosetti said. "There is just a reluctance when it comes to therapy because most people take a 'you're in my business' attitude."

The FFSC has licensed professionals who are experts on military living and provide counseling services at no cost to Sailors, their families and retired service members. If service or family members are coping with the loss of a loved one, stressed about deployment or just want to improve personal skills, the

FFSC can help. Services include individual, marital and family counseling, support groups, and crisis intervention.

Morosetti survived a divorce with the help of FFSC services and has used the expertise gained through counseling to improve his relationships and communicate more effectively with his sons. Now, though he is stationed far away from his children, their bond has grown stronger.

Morosetti recommends the counseling and seminars to all of the members of his command to enhance their lives and their time spent in the Navy. He found several FFSC classes to be useful, including workshops on home buying strategies and investing.

"The workshops offer greater insight into self and allow service members to become better people and assets to the Navy," Morosetti said.

"The proactive nature of the services and workshops makes the difference," said Lt. Cmdr. Alyce Campbell, director of the FFSC at NAS New Orleans. "Lots of good people would fall through the cracks without our assistance."

Campbell notes that FFSC services like counseling are not just for people going through a rough time, but for any one who just needs some helpful advice.

"Sailors and their families can utilize counseling for common issues, such as children having difficulty in school or problems at work," said Dr. Terri Rau, program manager for FFSC Professional



(continued on next page)

Counseling in Millington, Tenn. "A misconception that some Sailors have about the program is that you must be mentally ill."

When Sailors deal with stress-inducing situations, such as deployment or separation, there are many benefits of counseling. Talking to someone about problems—especially a professional who specializes in the challenges of the military lifestyle—can provide insight on how to deal with that particular problem and greatly reduce anxiety.

"An advantage of talking with a counselor at the FFSC is that they know and understand the Navy," Rau said.

The FFSC provides one-on-one counseling that is scheduled at the Sailor's convenience. A referral is not necessary. All records are kept private and are not shared with commanding officers, unless the problem has the potential to endanger others or the client, or if the problem affects the Sailor's duty. Otherwise, the information does not transfer to permanent medical records. Taking these precautions allows for the FFSC to safeguard information in compliance with patient privacy policies; it also fosters an environment for free expression

by clients.

Americans spend approximately \$7 million to \$11 million on professional counseling in the civilian sector. Each session can cost between \$50 and \$150 or more. FFSC counseling sessions are part of the military benefits package and are offered at no cost to service members and their families.

The FFSC offers many other family programs such as relocation assistance, new parent support, exceptional family member support and deployment preparation. Check out what is available at your local FFSC or go online at www.bupers.navy.mil/pers66.

Sailors and Marines now eligible for FAA, A&P licenses

by LT(j.g.). Doug Johnson, Center for Naval Aviation Technical Training Public Affairs

PENSACOLA, Fla. — The Department of Defense (DoD) partnered with the Federal Aviation Administration (FAA) to give enlisted mechanics in the military the same credentials as their civilian counterparts. For Sailors and Marines, the Navy and Marine Corps Airframes and Powerplant Program (NMCAPP) has been established at the Center for Naval Aviation Technical Training (CNATT). This program will ensure all aviation technicians are given the opportunity to earn the federal agency's industry standard certification.

In the past, military experience was not widely recognized by the FAA, significantly decreasing Sailor and Marine marketability in the civilian sector.

"Trying to get a civilian job without an A&P License is similar to trying to gain access to a military base without the proper credentials, almost impossible," said CNATT NMCAPP Officer Lt. Cmdr. Gabe Castro. "Well that time is gone. There are now certifications in place for Sailors and Marines, which allow our mechanics to enroll in the A&P licensing program."

In order to enroll, participants must meet basic eligibility requirements, being 18 years of age, having 36 months or more in service, and being an E4. It will take about 30 months to complete the entire program, which includes completing a Qualification Training Package (QTP), and passing a series of written and oral exams, as well as passing a practical test. After successful completion of the program and required exams, each participant will receive the airframes and powerplants certification from the FAA.

The benefits to Sailors and Marines include no out of pocket expenses, as well as

the ability to use their military experience and on-the-job training toward certification. Many non military universities and vocational technical schools offer FAA approved classes, but the cost associated with these courses can be overwhelming, even with tuition assistance and the GI Bill.

"It's one of the great new ways we are taking care of our Sailors and Marines" said CNATT Gunnery Sergeant Gunnery Sgt. Anthony Sosa. "It shows young Sailors and

Marines that we are interested in their future as they continue their careers in the Navy and Marine Corps, but also after they leave their service and embark upon a civilian career."

For more info on the A&P Licensing Program, visit the USMAP website at <https://www.cnet.navy.mil/usmap> or visit the Center for Naval Aviation Technical Training page on Navy Knowledge Online at www.nko.navy.mil.

Navy workforce to get smaller but capability to grow remains

By CNP Public Affairs

The Navy may be getting smaller in terms of manpower over the next several years, but its combat capability will actually grow as a result.

That was the message Chief of Naval Personnel Vice Adm. Gerry Hoewing delivered to Capitol Hill last week in testimony before the Personnel Subcommittee of the Senate Armed Services Committee.

"Through force structure changes, technological advancements and improved manning practices we just don't have the same requirement for manpower that we did a few years ago," said Hoewing. "These changes present us with a unique opportunity to take a look at how we will man the Navy appropriately for the 21st Century and to create a fleet that is far more capable than the one we have today."

The Navy plans to reduce the rolls by 7,900 active duty personnel in fiscal year 2005 with a year-end goal of 365,900.

Navy end strength has always flexed to meet the nation's needs, noted Hoewing.

"What we are trying to do today is shape the Navy's manning for the kind of

fighting we will do in this century, for new types of threats. This is about our transformation for the future, about leveraging technology and tapping into the genius of our people."

The Navy will use existing force-shaping tools like Perform to Serve, Selective Reenlistment Bonuses, High Year Tenure and Time-in-Grade waivers to manage the personnel reductions and better balance the skill mix in the Fleet.

But Hoewing told senators it was just as important to reduce the workload on people.

"We must get rid of the non-productive work before personnel numbers can be significantly reduced," he said. "We do not want to simply lay more work on the backs of fewer people."

The Navy is looking at the types of jobs done by Sailors and determining what can be done by civilians, contractors or eliminated all together.

To accompany the loss of 7,900 people next year, the Navy plans to eliminate a like number of billets through decommissioning

(See "Workforce" on next page)

Fleet Response Plan: keeping the Navy flexible

by JO2(SW) Alyssa Batarla
U.S. Pacific Fleet Public Affairs

The Navy is adapting the Fleet Response Plan (FRP), a program developed to change the way ships deploy and to provide the United States with a greater range of naval options, adding the element of flexibility to naval efficiency.

"Through the FRP, the President and secretary of defense have a responsive, flexible Navy that can be called upon to deploy whenever we're needed with as little as 30 days notice," said Commander, U.S. Pacific Fleet Adm. Walter F. Doran. "With the current world situation, this is the way we're going to have to run our Navy."

The idea behind FRP is to keep the Navy ready to surge and to vary the lengths of deployments, meaning the Navy will be more flexible, ready to deploy whenever, wherever.

While the Navy has been forced to extend deployments to fight the war on terrorism, FRP does not mean Sailors will always spend more than six months at sea. According to Chief of Naval Operations Adm. Vern Clark, through FRP, the possibility exists for shorter, more frequent deployments during ships' operational availability.

"I would rather muster two battle groups for three months and do something really significant internationally, and cooperate with partners in training and so forth, than just go over and hang out for six months without purpose," Clark told a Navy Times editorial board. "The position that I'm pushing is that we should be less interested in presence and more interested in presence with a purpose."

By increasing the duration of time a ship can be deployed, the operational availability of several ships will always overlap, giving the Navy the possibility of deploying multiple ships or battle groups at once.

"Just because a carrier strike group or an expeditionary strike group is surge-capable, it does not mean they will be surged, nor does it mean that if surged, they'll be gone for six months," Doran said. "All groups will still have a set deployment date, but once they get to a certain period in their training, if we ask for them, if they're needed to surge for an operation, they can be deployed. FRP is the way we are going to run the Navy in the future, because it gives our nation's leaders the flexibility they need.

"This is a new operational concept that relies on active involvement by all levels of the chain of command to work," Doran said. "It is important for each ship, each squad-

ron and each submarine crew to talk about the FRP model, so our Sailors and their families have a better idea of what to expect with future fleet operations."

CNO Explains Fleet Response Plan

By Chief Journalist Walter T. Ham IV, Chief of Naval Operations Public Affairs

SPRINGFIELD, Va. (NNS) — Chief of Naval Operations (CNO) Adm. Vern Clark said the Fleet Response Plan will not only provide the president with a greater range of naval options, but will also change the way ships deploy and ensure a "presence with a purpose."

"Our young men and women serving in uniform need to understand that old Vern Clark is not wed to heel-to-toe six-monthers anymore. By that, I mean the position that I'm pushing is that we should be less interested in presence and more interested in presence with a purpose," the CNO recently told the Navy Times Editorial Board.

Clark added that flexible deployment schedules for more battle groups could provide a more meaningful presence than one battle group on a standard six-month deployment.

"I would rather muster two battle groups for three months and do something really significant internationally, and cooperate with partners in training and so forth, than to just go over and hang out for six months without a purpose and just kind of mark time," Clark said.

According to the CNO, in warfare, where predictability is a liability, a

surgible fleet will be a less predictable fleet.

"We've been so predictable," Clark said. "I think we ought to present potential enemies with a lot more uncertainty about where we just might show up."

The CNO added that the Fleet Response Plan will change the way that ships are maintained, keeping them at a higher state of readiness during their surge windows.

"For our people, this will be a different and a better experience for them. It will be better in that living through shipyard is a tough time in the life of a ship," Clark said. "Will it be challenging because it's different? Of course, it will. Change, and figuring out better ways to do things is always challenging, but it also is what our people respond to so well."

The Fleet Response Plan will maximize the Navy's ability to respond and will be the most efficient use of the taxpayer's money, Clark told the editorial board.

"All of our programs, all of our policies, all of our decisions, our approaches to leadership, it has to be good for Sailors, and it's got to be good for the taxpayer."

... Workforce

older ships, military-to civilian job conversions, optimal manning efficiencies, organizational alignment and elimination of duplicative jobs.

"Our approach to creating this smaller, smarter workforce is deliberate and careful," said Hoewing. "We are shaping the force with precision to ensure we get it right."

"The Navy will always continue to offer Sailors enormous opportunities and growth potential. And that's only going to get better when Sea Warrior comes online."

Sea Warrior is the "people" part of the CNO's Sea Power 21 vision — a new human resource system that integrates the currently segregated functions of manpower,

personnel and training.

Eventually, Sea Warrior will be able to manage the Navy's workforce to within a very narrow margin of true manpower requirements, so that force-shaping tools and end strength management become automatically linked.

Through careful force-shaping and Sea Warrior, Hoewing asserted, Sailors will have better job content and a much more flexible and dynamic workplace, one that will bring out the best in them and offer many different pathways to success.

"The end result will be a more capable Navy of fewer, but even more talented people."

Supply Corps Celebrates Fifty Years in Athens, Georgia

By LCDR David M. Lockney and LCDR C.J. Mayer

Every Supply Corps Officer has one thing in common: whether they are currently serving on active duty, in the Naval Reserves, or are a retiree, they all have experienced the Navy Supply Corps School (NSCS) and Athens, Ga. in one form or another! 2004 will mark 50 years of outstanding Navy professional and logistics training in Athens, the “Cradle of the Corps”, and also 50 years of a wonderful relationship with what most folks affectionately refer to as the “Classic City.”

The U.S. Navy Supply Corps School sits on 58 acres in the Historic Oglethorpe District, and has made its home in Athens since 1954. The property, which is referred to as the “Cradle of the Supply Corps” by those Officers who graduated from the Athens site, has changed roles throughout the years. During the 1800’s, the grounds were home to a Georgia University High School (preparatory school for the University of Georgia); a Confederate Military School; a School for Disabled Confederate Veterans; and in 1868, it housed the University of Georgia College of Agriculture and Mechanical Arts. In 1891, the States Normal School purchased the grounds, and they stayed until 1932 (when the Normal School moved over to the University of Georgia – Department of Education). The grounds were taken over by the University and became known as the Coordinate College, but were used only as a site for dormitories for freshmen and sophomore women before and after World War II. The Navy purchased the property on June 4, 1953, and the Navy Supply Corps School was commissioned and opened its doors to Navy Ensigns on January 15, 1954.

Since 1954, 89,000 ensigns have graduated from the Navy Supply Corps School and gone onto successful careers both in and out of the Navy. Counted among NSCS’s more distinguished graduates are Bill Marriott, President and CEO, Marriott Corporation; Roger Enrico, President, Pepsico Worldwide Foods; Roy Anderson, former CEO, Lockheed; Melvin Laird, former Secretary of Defense under President Nixon; Leonard Lauder, Chairman, Estee Lauder Co., Inc.; Alan G. Lafley, Chairman of the Board, President and CEO, The Proctor and Gamble Co.; Roger Staubach, NFL Hall of Fame Quarterback for the Dallas Cowboys; and Regis Philbin, the famous TV personality. Over its fifty years, NSCS has trained thousands of officers and made them “Ready for Sea,” the Supply Corps motto.

On July 8-11, 2004 “The Schoolhouse” will be hosting its golden anniversary to commemorate this relationship. All active, retired, former supply officers, and all students and staff who have passed through the gates of NSCS are encouraged to come back to renew old friendships and acquaintances, and enjoy the summer hospitality and atmosphere of the Classic City! Some of the big events planned include: a huge “southern barbecue” reunion that will feature some outstanding food as well as musical entertainment by the local favorites, the Normaltown Flyers; a Golden Anniversary Ceremony and gift exchange with the city, a “Twilight Tattoo” Ceremony, a golf tournament, 5K run, and a banquet at the downtown Classic Center. There will also be an opportunity to tour the schoolhouse and view new exhibits on the progression of training at



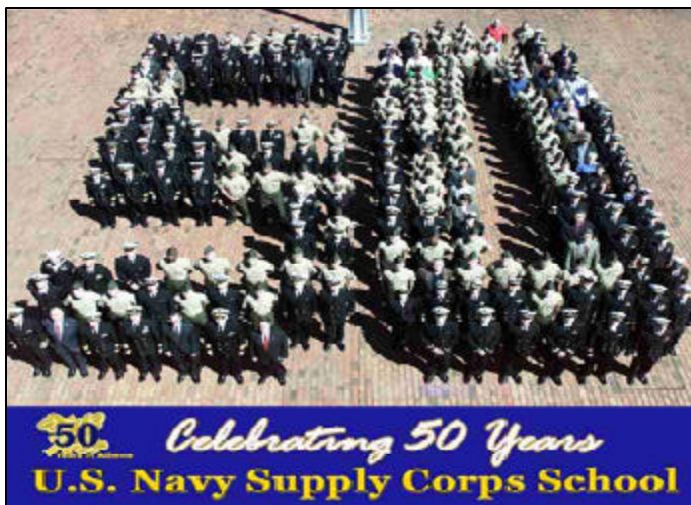
NSCS celebrates the upcoming 50th Anniversary in Athens, Ga. as well as the Navy's victory over Army earlier this year.

NSCS. Visitors will be able to watch a professionally produced documentary, and see scores of pictorials on the resource that pushed this base to the top: the people who worked and studied here!

An opportunity to be a part of Supply Corps history!

The 58 acres in Normaltown has been used for many things over the years, but during the last 50, it has been established as a leading source of logistical training excellence for the Navy and Marine Corps. To commemorate the thousands of accomplished professionals who have walked these grounds and to honor the outstanding relationship the Navy has enjoyed with the city of Athens, we will be building a brick “Commemorative Wall.” This will be built solely with funds raised by selling engraved bricks. People who have been a student, staff member, or affiliated with NSCS in any way can become part of the permanent history of the Supply Corps by having their name etched onto their own brick. The wall with the engraved names will be finished by July of 2004, and will be a centerpiece of the 50th Anniversary ceremonies.

There is a detailed website available for the event. Log on to <http://www.negsca.org/50th/> to get event information, see schedules and ask questions. You can register and pay for the event on this website, and you can purchase a brick for our Commemorative Wall. Join in this once in a lifetime opportunity to be a part of



Opportunities await Sailors at various duty stations

Okinawa, Japan offers communications jobs

Communications Detachment Okinawa provides communications support for 7th Fleet and supporting units, U.S. Naval Forces Japan, U.S. Naval Forces Korea, Defense Information Systems Agency (DISA), and the Japan Maritime Self Defense Force (JMSDF). The high caliber of personnel at the command makes NAVCOMM DET Okinawa an enjoyable and rewarding place to work.

Our command is located on Kadena AB, in Okinawa Japan. Okinawa is the principal island of the Ryukyu chain. It is often referred to as the "keystone of the Pacific" because of its strategic location relative to major Far East cities, such as Tokyo, Manila, Seoul and Hong Kong. The island is 67 miles long and varies from two to 17 miles wide. The climate compares to U.S. South-Eastern coastal areas, making it perfect for those who enjoy outdoor recreational activities.

Okinawa provides an environment that supports the family life. There are numerous bases within close proximity to Kadena, all of which provide programs for the family to enjoy. Okinawa is an ideal place for anyone interested in attending college classes due to the large number of classes on the numerous bases within a short drive. There are numerous advantages for people being stationed on Okinawa. We have billets for IT, ET, YN, SK and HT rates. If you're interested in a fun and rewarding tour, come to Naval Communications Detachment, Okinawa Japan.

La Maddalena is home to USS Emory S. Land

By JO2 Jodi M. Durie

Throughout your military career, you'll have many decisions to make; selecting your next duty station is one of the most crucial. This decision has a direct impact on your career advancement, your family and your quality of life.

Whether you're new to the Navy or an old salt, consider taking orders to *USS Emory S. Land* (AS 39) in La Maddalena, Italy. A recent recipient of the 2003 Atlantic Fleet Submarine Tender Battle Efficiency "E" Award, the ship and its crew have earned a highly esteemed reputation across the fleet. Our mission is to repair, resupply and generally provide for the needs of forward deployed warships. One of two sub tenders left in the Navy, the *Land* supports both surface ships and submarines.

"*USS Emory S. Land* demonstrated exemplary performance during the past year, providing outstanding logistical and repair support to all Sixth Fleet assets in the Mediterranean and Central Command theaters," according to Capt. David M. Volonino, Commander, Submarine Squadron 22. "Its achievements as a force multiplier in Operations Enduring Freedom and Iraqi Freedom virtually guaranteed the successes achieved by U.S. Naval ships and submarines in the Mediterranean, the Adriatic Sea, the Red Sea, and the Arabian Gulf." If you take orders to this award-winning ship, you can earn your ESWS pin, further your education through an outstanding Excel at Sea program, and expand your worldview by enjoying the unique and varying cultures of the Mediterranean. *Land* Sailors also appreciate the many training opportunities available including in-rate training, Internet learning programs, financial counseling, and extensive shipboard and Navy specific training.

La Maddalena is a popular summer resort area for many Europeans and the local population is very friendly and hospitable to Americans. Off-duty recreational opportunities are plentiful including diving, camping, hiking and travel. To learn more about the Land and the La Maddalena area, log on to <http://www.geocities.com/comsponsor>.

Instructor duty offers choices for OS, CT and FCs

If you are concerned about losing your edge on shore duty as an Operations Specialist, Cryptologic Technician (Technical) or Fire Controlman, then consider instructor duty at the Aegis Training and Readiness Center Detachment, Wallops Island, Va. By filling a critical instructor billet at a cutting-edge command, you will keep pace with the rapidly changing combat systems being deployed around the world today. Our command turns ordinary Sailors into true Aegis operators using any one of five live land-based Aegis combat systems, a one of a kind facility that includes the latest baselines 6.3 and 7.1, SSDS Mk 1 & 2, and shortly, DD(X).

Our instructors are considered the top subject matter experts in their field and compete for many choice billets when returning to sea. Whether your specialty is air defense or surface warfare, the skills you bring to the table are put to good use. You will be able to take advantage of our Master Training Specialist (MTS) program, a coveted qualification that can only enhance your advancement opportunity.

It is located near the Maryland and Virginia state lines on the Delmarva Peninsula, just a short distance from Washington D.C., Annapolis, Md.; Baltimore, Dover, Del.; Virginia Beach, and countless other historic points of interest. If you consider yourself to be the outdoorsy type, then ample opportunity exists to engage in a wide variety of outdoor sports and activities. There are countless miles of unspoiled beaches, you can run with the ponies on Assateague and Chincoteague Island, drive and fish on Assateague and Wallops Island, or make the short drive to Ocean City, Md. to walk along the world famous boardwalk. Additionally, if you enjoy fresh seafood year-round, there are countless restaurants nearby with the catch of the day and other island specialties.

In all, Aegis Training and Readiness Center, Detachment Wallops Island has to be one of the best-kept secrets in the Navy. An outstanding and choice set of orders that will allow you to grow as a Sailor, stay tactical, and spend much-needed quality time with your family awaits you. Consider stepping up to instructor duty at Aegis Training and Readiness Center, Detachment Wallops Island.

DISA Europe, Stuttgart-Vaihingen, Germany

Are you a hard charging ET, IT, YN or a Information Professional (1600), O2-O5 coming off of arduous sea duty and looking for a rewarding, career-enhancing, next duty station? If so, DISA Europe, located in Stuttgart -Vaihingen, Germany is the place for you! We want to welcome you to one of the finest Joint Service telecommunication stations in Europe. Our teams of multi-service professionals provide telecommunications, voice and data services to customers throughout the European and Central Region

(continued on next page)

theaters. Although our command is relatively small in terms of military personnel (around 103 members), our total force strength, complimented by the some of finest DoD civilian and contractor employees in Europe is roughly 350 members strong. We serve as the in-theater agent executing the Defense Information Systems Agency's global mission to meet the US European Command's strategic information needs. Additionally, we manage the Regional Network Operations Center European hub in providing C4I services for the warfighter and offer the opportunity to work on the newest technical equipment DoD has to offer in the areas of telecommunications and computer support operations.

Stuttgart also offers many exciting opportunities for off-duty travel. France, Switzerland, Italy, Brussels, Poland, Austria and the Netherlands are all within driving distance. From the majestic Alps to the enchanting Black Forest, from the magic of the Christmas Markets to the world's largest celebration, the Oktoberfest, Germany promises a fascinating and memorable tour for everyone! Bring a tourist passport, and the desire to indulge in the German culture, and your time in Stuttgart will be most rewarding.

You can learn more about us at our web site at <http://www.disa.mil/main/eur.html> or e-mail custsvc@eur.disa.mil. Find out all you need to know about the bases in Stuttgart at <http://www.stuttgart.army.mil>.

Integrated Undersea Surveillance System

by YNCS(SS/DV) C. H. Czoschke, Public Affairs Officer

Looking for a challenging, rewarding, and career-enhancing opportunity at sea or ashore? Want to improve your technical knowledge while working within your rating on the most modern sonar equipment available to make you more competitive for advancement? Then the Integrated Undersea Surveillance System (IUSS) is your ticket to personal and professional success.

The IUSS mission is to conduct worldwide, continuous undersea surveillance operations to detect, classify, localize and track submarines, high interest merchant vessels, and other contacts of interest. You will have the opportunity to track submarines from practically every Navy around the globe, which will improve your in-rate knowledge through real-world experience. You are provided additional on-the-job training, advanced sonar training courses, and the chance to earn your IUSS Specialty breast insignia. Advancement rates for STGs, STSs, and AWs serving in IUSS compare favorably with those of their peers serving ashore elsewhere.

Sailors can choose from three attractive shore tours located at the Naval Ocean Processing Facility (NOPF) Dam Neck, Virginia Beach, Va.; NOPF, Whidbey Island, Wash.; or the Joint Maritime Facility (JMF), St. Mawgan, United Kingdom.

While about half of the folks assigned to IUSS stand watch on rotating eight hour shifts, five or six sections is the norm with dedicated time set aside for training. Furthermore, shift flexibility enables you to pursue off-duty education. Currently about one-third of IUSS Sailors are participating in an off-duty education program.

Sea duty is available at IUSS Sea Component (ISC) West, located at NOPF, Whidbey Island, Wash. Working as a detachment assigned onboard one of our five Surveillance Towed Array Sensor System (SURTASS) vessels will allow you to take advantage of the opportunity to earn your surface warfare designation while operating state-of-the-art sonar systems. You may have the oppor-

tunity to complete both sea and a shore tour at NOPF Whidbey Island, enabling you to "homeport" if desired.

IUSS also has many leadership billets for E-6 and above at our sea and shore activities. You will stay competitive with your counterparts in any part of the Navy. If you are a professional who desires a challenging and rewarding billet at the forefront of today's undersea warfare arena and technology advancements, then contact your detailer today to determine if you have what it takes for assignment to one of our premiere ASW commands.

U.S Navy Senior Enlisted Academy

Do you want to make a positive impact on the professional development and advanced leadership education of selected senior enlisted leaders from the U.S. Navy, Army, Air Force, Coast Guard and international navies? An assignment as a facilitator at the U.S. Navy Senior Enlisted Academy (SEA) provides this unique opportunity and challenge.

Each year, the active and reserve Navy selection boards select superior performing Senior and Master Chief Petty Officers to attend the Academy. The SEA prepares selected senior enlisted leaders (E-8 and E-9) to better fulfill their leadership and management responsibilities. Students immerse themselves into the academy's 330-hour curriculum, sharpening their skills in topics such as communications, leadership and management, national security affairs, Navy programs, health and physical fitness.

The Senior Enlisted Academy is in the world famous New England seaport, of Newport, R.I., attracting those seeking the advantages of an exciting city or relaxing country life. Additionally, Newport is the home to international sailboat races, fabled mansions, fine beaches, salt and fresh water fishing, music festivals, water sports, camping and woodland recreation areas. The bustling state capital, Providence is just a 20-minute drive north of the base.

For more information contact the SEA Director, CMDCM(SW/AW/SCW) Ralph Rao at DSN 948-4221 or Comm. (401) 841-4221.

Chance to Excel at PSD New London

Are you a YN/PN/DK looking for a challenging and rewarding billet in New England?" If so, PSD New London, Conn. can help you achieve your career milestones.

Connecticut offers a wide array of off-duty activities and sites unlike any other major Naval Station. Groton, the "World's Largest Submarine Homeport," is strategically located about 100 miles Northeast of New York City, 120 miles Southwest of Boston and 50 miles to the Southeast of Hartford. You can enjoy the many sights and attractions the area has to offer, be it a weekend retreat to one of many ski slopes during the wintry months or a quiet spot on one of the area's many beaches. Spectacular scenery and majestic views are the icing on the cake for this beautiful area of the country.

On base, many recreational facilities and activities await, as well as college and vocational classes. Single Sailors can enjoy a peaceful room with a view in a newly renovated barracks, and military with dependents can enjoy the convenience and comfort of remodeled Navy Family Housing, conveniently located within a mile of SUBASE.

To learn more about the opportunities, detachment mission and goals for PSD New London, contact our Command Career Counselor at Comm (860)694-5480/DSN 694-5480 or your detailer.